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10-00

A G R E E M E N T

Hunterdon County

Board of Chosen Freeholders

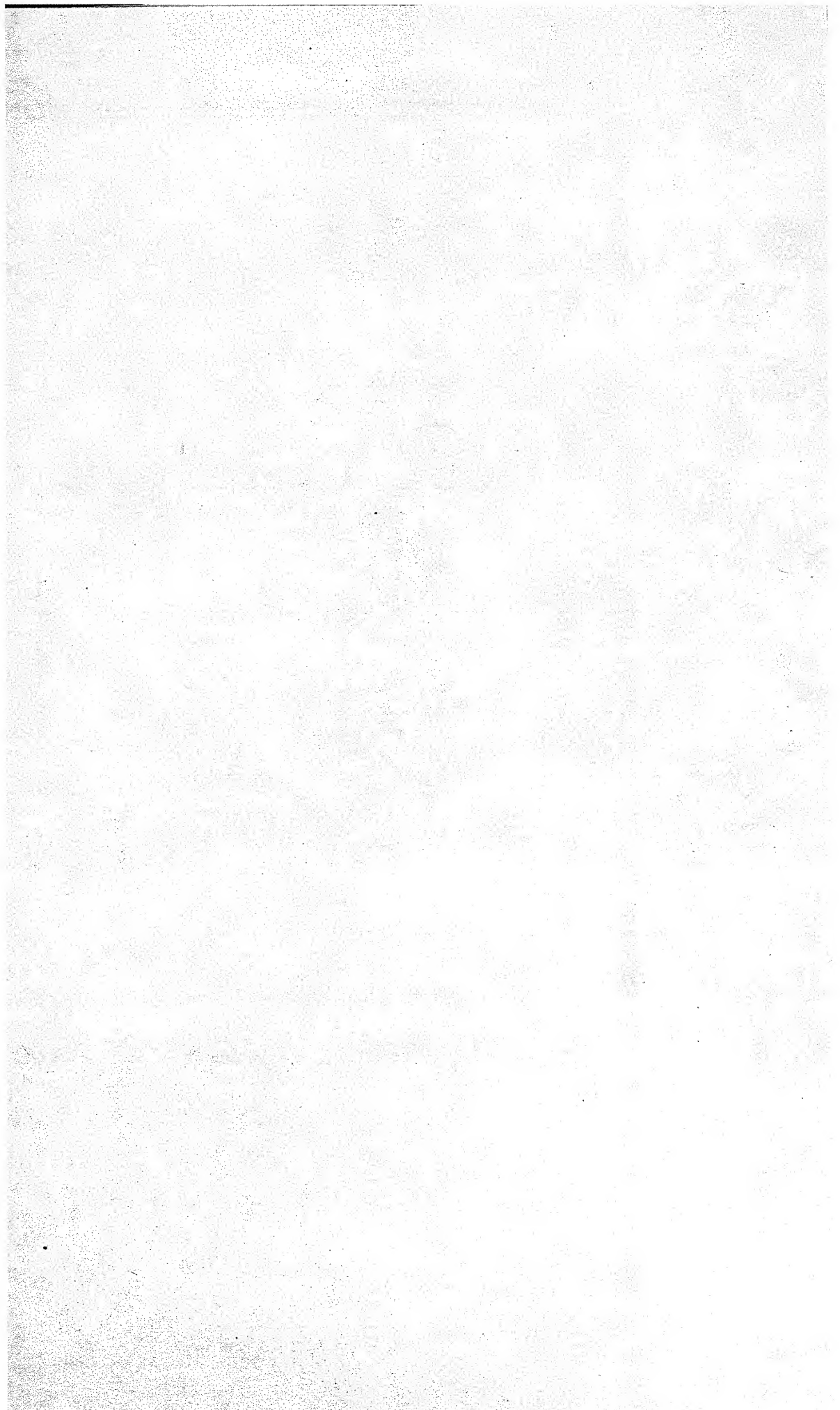
and

Hunterdon Council Number Fifteen

New Jersey Civil Service Association



1970-1971



AGREEMENT

THIS AGREEMENT made this 17th day of March, 1970, by and between THE BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF HUNTERDON (hereinafter referred to as the "Employer"), and HUNTERDON COUNCIL #15, NEW JERSEY CIVIL SERVICE ASSOCIATION (hereinafter referred to as the "Association"), on behalf of all County employees whom it represents, in accordance with Chapter 303, Public Laws of the State of New Jersey of 1968.

Article I.

SCOPE OF AGREEMENT:

The Employer acknowledges that it has ascertained that the Association represents a majority of the employees set forth in the bargaining unit and is therefore legally entitled to recognition by the Employer as the sole and exclusive bargaining representative of the employees in the bargaining unit.

The Employer recognizes that this Agreement constitutes an obligation of the Employer and that the terms and provisions of this Agreement shall embrace all present and future permanent, provisional and temporary positions in all Departments of the County of Hunterdon, and all other positions wherein authorization has been given to the Association to act on behalf of employees in such positions.

Article II.

RECOGNITION AND BARGAINING UNIT:

The appropriate bargaining unit shall consist of all employees of the County of Hunterdon in the Classified Service, including Supervisors (as recognized past practice of the Association) in any permanent position (as defined in Civil Service Rules, State of New Jersey, July 1, 1969), whether such employees are

of Provisional or Permanent status.

The appropriate unit shall not include Federal employees, employees of the Board of Elections, nor any appointed or elected officials, specifically, the positions of Director of Welfare, Director of Planning, Director of Probation and the Library Director shall be excluded from the unit.

Article III.

DUES CHECKOFF:

The Employer agrees to deduct from the earnings of each employee who has properly authorized such deductions in writing Association dues on the first payroll of each quarter of the calendar year and further agrees to forward said deductions to reach the Association within fifteen (15) days thereafter.

A list of all employees for whom a deduction has been made showing the amount deducted shall accompany the remittance.

Withdrawal of authorization to deduct dues shall be on a quartely basis, in writing, by the employee.

Article IV.

MANAGEMENT:

It is mutually understood and agreed that the Employer has the prerogatives of management in the direction of the employees including but not limited to the rights of hiring, suspending, discharging for proper cause, promoting, transferring, scheduling to determine the standards of services to be offered by its agencies, take necessary actions in emergencies, determine the standards of selection for employment, maintain the efficiency of its operations, technology of performing its work, determine the methods, means and personnel by which its operations are to be conducted, determine the content of job classifications, subject to Civil Service Regulations and any other applicable law or provision of this Agreement.

Article V.

ASSOCIATION REPRESENTATIVES:

The Association shall have the right to designate such members of the Association as it deems reasonably necessary as Association Representatives, who shall not be discriminated against due to their legitimate Association activity.

Article VI.

VISITATION OF PREMISES:

Authorized representatives of the Association shall have the right to enter upon the premises of the Employer during working hours for the purpose of conducting normal duties relative to the enforcement and policing of this Agreement, so long as such visits do not interfere with proper service to the public.

Article VII.

HOURS OF WORK:

It is understood by the Parties that the hours of work in existence at the time of this Agreement for all departments shall remain in full force and effect until mutually changed. Either party reserves the right to request a change in working hours. This request will be subject to negotiations.

Those employees obligated to work in the field or on the road traveling shall compute their hours of work on a portal to portal basis.

Article VIII.

OVERTIME:

All employees shall be expected to complete their work in the time allotted for the normal working day.

Any employee scheduled to work beyond their regularly scheduled workday shall be paid at the rate of time and one half, either in pay or compensatory time. The employee

shall elect at the beginning of the calendar year either method for payment but not both.

Employees scheduled to work on Saturday, the sixth work day, shall be paid at the rate of time and one half; for hours worked beyond their regularly scheduled workday on Saturday, employees will be compensated at the rate of double time.

Employees scheduled to work on Sunday, their seventh work day, shall be paid at the rate of double time for their normally scheduled workhours and double time and one half for those hours worked beyond their normally scheduled workday.

Employees scheduled to work on a holiday shall be paid their regular day's pay for the holiday plus an additional rate of time and one half for all hours worked in a normally scheduled workday. Should an employee be required to work beyond a normal workday on a holiday, he shall be paid the regular rate for the day plus an additional double time for any hours in addition to the regularly scheduled workday.

Overtime shall be issued on an equalized basis where such work is in the nature and normal routine of the job.

An overtime record shall be posted in a conspicuous place in all departments. This record shall include an employee's refusal and those hours actually worked on overtime. Overtime records shall be kept by the employee representative. The supervisor shall submit overtime records to the Association representative on a weekly basis. These records will reflect those employees requested to work and those employees who have refused to work.

Article IX.

WAGES AND PAY PERIODS:

All wages and increases are set forth in schedules attached hereto and made a part hereof including ranges for classifications

specifying minimum rates.

Effective January 1, 1971, all employees shall receive a wage increase of 11% over 1970 wages.

Article X.

MEDICAL AND OTHER BENEFITS:

All benefits currently enjoyed by employees shall remain in effect and become part of this Agreement, including all rights and privileges under the PERS and as provided by Civil Service authority or as dictated by past practices of the County.

In addition, the Employer agrees to provide, at no cost to the employees, additional medical coverage in the form of Rider J and a Major Medical program as permitted under Laws and procedures of the State of New Jersey for each employee and his dependents.

Hospitalization shall be paid by the Employer for employees over the age of 65, including their monthly premium for Medicare Coverage.

The Employer further agrees to provide health insurance as a supplement to Medicare for retired County employees if such coverage is available and can be obtained.

Article XI.

HOLIDAYS:

The twelve legal holidays presently observed shall continue to be observed under this Agreement (New Year's Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day and Christmas Day).

Also to be observed are any other holidays declared by the legally constituted authorities of the County, State or Nation.

When a Holiday, as above, falls on a Saturday, it shall be observed on the preceding Friday. When a Holiday falls on a Sunday, it

shall be observed on the following day, Monday.

It is mutually agreed that should the Association request a holiday or day off not mentioned in this Section this matter will be discussed by the parties so as to accommodate an exchange of hours.

When Holidays permit a three-day weekend, employees of those departments who are required to work on any of the three days, shall be paid at the rate of Holiday Pay as set forth in Article VIII.

Article XII.

PERSONAL LEAVE:

All employees herein shall receive one day (1) leave for personal business, non-accumulating unless prevented by the Employer due to exigencies of the work from taking them; in which case they are to be carried over into the next calendar year.

All employees shall receive five (5) days leave in the event of the death of a spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, brother-in-law, sister, sister-in-law and any other member of the immediate household, such leave being separate and distinct from any other leave time.

Article XIII.

VACATIONS:

All employees shall be granted vacation leave, based upon the following from date of hire:

Years of Service	Annual Leave
1st Year	1 Day/Month to end of calendar year hired in
1 to 8 years	12 days per year
8 to 12 years	15 days per year
12 to 18 years	20 days per year

18 to 20 years	25 days per year
over 20 years	25 days per year plus one additional day for each year over 20 years

Vacation time shall not accumulate unless an employee is prevented from using his vacation by the employer due to the exigencies of the work, in which case unused time shall carry over into the next calendar year only.

The Employer and his delegated representatives shall attempt to schedule work, insofar as possible, to preclude changes in the vacation scheduling. All provisions of the Department of Civil Service, concerning emergencies, etc., shall be observed by both parties.

Employees shall submit requests for vacation times no later than March 15 of each year, with first and second choices. The first choice for the first two weeks requested shall be scheduled on the basis of seniority.

Vacation time may be used on a day basis where agreed to by the employee's supervisor. In order for an employee to be eligible for this benefit he must have at least four (4) months seniority in the employ of the County.

It shall be assumed that an employee will remain in the service for the full calendar year, or portion thereof from date of hire, and is entitled to use all vacation time for that year when requested, as permitted by the vacation schedule. Any employee leaving the service of the County shall have unused vacation time paid him; this shall be on a pro-rated basis of one day leave for each month of actual service. An employee who has, pro-rata, used more vacation time than entitled to at the time of severance, shall have an amount equal to the daily rate of pay deducted from his final pay, for those days in excess of the number to which he was entitled.

Article XIV.

LEAVES OF ABSENCE: (SICK LEAVE)

Sick leave shall accumulate at the rate of $1\frac{1}{4}$ days per month in the first year of service, commencing in the first month or major portion thereof, from date of hire. It is assumed that the employee shall remain in the service of the County for the remainder of the calendar year, and the total number of sick days, pro-rata, shall be credited to the employee. If separation occurs before the end of the year, and more sick leave has been taken than appropriate on a pro-rata basis, the per diem rate of pay for the excess days shall be deducted from the final pay.

Sick leave shall accumulate year to year with an additional 15 days credited to the employee at the beginning of each successive calendar year.

(MATERNITY LEAVE)

An employee shall notify the Employer of her pregnancy as soon as it is medically confirmed. Said employee may request a maternity leave without pay and said leave shall be granted. A maternity leave of absence shall be for a period of not less than one year (12 calendar months) and not more than one and one-half year (18 calendar months) beginning not less than two months before the approximate date of expected confinement. In cases of stillbirth the employee may elect to return at an earlier date, provided the employee shall be deemed medically fit to resume the duties and responsibilities of her position.

(OTHER LEAVES)

All other proper and authorized leaves as provided in the Rules of the Department of Civil Service, shall be recognized and constitute a part of this Agreement.

Article XV.
JURY DUTY:

Should an employee be obligated to serve as a juror he shall receive full pay from the County for all time spent on jury duty.

Any remuneration received by the employee from the Courts for serving as a juror shall be assigned to the County.

Article XVI.
BREAKS:

Each employee herein represented shall be entitled to one fifteen (15) minute break for each half-day period of work (morning and afternoon, and equivalent periods for shift work). Unused break time shall not be credited or accumulated in any way by the employee.

Article XVII.
SUMMER HOURS:

Employees in all departments represented herein shall be given summer hours for the months of June, July and August, extending to the end of the Labor Day Holiday, consisting of one-half ($\frac{1}{2}$) hour off from the regular hours of work, to be taken at the close of the working day.

When an employee is prevented from leaving work by his supervisor at the early closing time due to the necessities of the service, the employee shall be considered to be on overtime.

Article XVIII.
SNOW DAYS:

Should an employee report for work and subsequently the County decides to close County offices for whatever reason, such employee who reports to work shall be credited for the day's work. Should the County for whatever reason close County offices before

the start of a workday, or during the regularly scheduled workday, all employees will be credited with a day's work.

Article XIX.

DISCRIMINATION:

No employee shall be discharged or discriminated against because of race, creed, sex, color, ethnic background, political affiliation or Association activity.

The Employer reserves the right to discharge any employee for just and sufficient cause, as per the Rules of the Department of Civil Service.

If justification for such discharge cannot be agreed upon by the Employer and the Association, the matter shall be arbitrated in accordance with the arbitration provisions of this Agreement.

Article XX.

GRIEVANCE PROCEDURE:

Definition — A grievance is any dispute between the parties concerning the application or interpretation of this Agreement or any complaint by an employee as to any action or non-action taken towards him which violates any right arising out of his employment.

Any employee wishing to process his own grievance may do so, but no settlement shall be made inconsistent with the terms of this Agreement.

STEP 1 —

The employee Association shall present the employee's grievance or dispute to the employee's supervisor within ten (10) working days of its occurrence or ten (10) working days after the employee becomes aware of the event. The supervisor shall attempt to adjust the matter and shall respond to the employee within three (3) working days.

STEP 2 —

If the grievance has not been settled, it shall be presented in writing by the Council representative to the department head within five (5) working days after the supervisor's response is due. The department head shall respond to the Council representative in writing within five (5) working days.

STEP 3 —

If the grievance still remains unadjusted or unanswered by the department head, it shall be presented by the Council representative to Clerk Jones of the Board in writing within seven (7) working days after the response of the department head is due. The Clerk shall respond in writing to the Council representative within ten (10) working days. The Council may request a meeting with the Clerk within five (5) working days after receiving the answer from the Department head.

STEP 4 —

If no settlement of the grievance has been reached between the Parties, either one or both may move the grievance to arbitration within thirty (30) days of receiving the answer from the Clerk or within thirty (30) working days of the time when the answer in writing from the Clerk was due.

Arbitration —

Any Party wishing to move a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the employer and the employees. If the County and the employee cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after receipt of the list from the Public Employment Relations Commission, the Commission shall select an arbitrator. The

arbitrator shall hear the matter on the evidence and within the meaning of this Agreement, such rules and regulations as may be in effect by the Civil Service Commission of the State of New Jersey which might be pertinent and render his award in writing which shall be final and binding. The cost of the arbitrator's fee shall be shared by the County and the employee Association.

Extensions and Modifications —

Time extensions may be mutually agreed to by the County and the employees.

Article XXI.

STRIKES:

The Association assures and pledges to the Employer that its goals and purposes are such as to condone no strikes by Public employees, nor work stoppages, slowdowns, or any other such method which would interfere with service to the Public or violate the Constitution and laws of the State of New Jersey; and the Association will not initiate such activities nor advocate or encourage members of the unit to initiate the same; and the Association will not support anyone acting in any way contrary to this provision.

Article XXII.

ADHERENCE TO CIVIL SERVICE RULES:

The Employer and the Association understand and agree that all Rules promulgated by the New Jersey Department of Civil Service concerning any matter whatever not specifically covered in this Agreement shall be binding upon both Parties.

Article XXIII.

ECONOMY LAYOFFS:

The Employer agrees that, in the event of employee layoffs for bona fide economy reasons, with good faith demonstrated on the part of the Employer to the Association, shall

be on the basis of Seniority, beginning with Temporary help, then Provisional employees, and last, Permanent employees, according to procedures specified in Civil Service Rules. In no instance shall Permanent employees be laid off and Part Time employees retained. In all cases, the Employer shall provide proper written notice to employees to be laid off. forty-five (45) days in advance, as required by Civil Service Rules.

Article XXIV.

PART-TIME EMPLOYEES:

All permanent part-time employees, including provisional employees awaiting examination, shall be paid a salary based on the annual wage for the appropriate classification as set forth in the attached schedule, pro-rata. These employees shall be credited with sick, bereavement, personal and vacation leave allowances. They shall be entitled to receive holiday leaves for the months in which they are employed.

Article XXV.

EMPLOYMENT ANNOUNCEMENTS:

The County agrees that insofar as possible, 30 days advance notice of vacant positions to be filled shall be provided before any personnel is hired. This provision shall also include promotional positions.

Article XXVI.

PROMOTIONS:

Promotional positions shall be filled in accordance with Civil Service Rules and eligible employees shall be advised at the earliest possible time that a promotional vacancy is to be filled.

It is understood and agreed by the Parties that promotions in the classified services shall be viewed and understood as recognition of an employee's efforts and as a career ad-

vancement for all employees of the County.

An employee at the maximum pay range for his class of employment shall be given the opportunity to advance to the next higher class where available.

Any employee whose class of employment indicates a higher class is available according to Civil Service job titles shall be given an opportunity to advance to the higher class and higher range of pay, via promotion even though not to fill a vacancy, by mutual consent of both parties, provided the employee has served in a satisfactory manner in the lower class for a period of at least two years. If a disagreement arises, said disagreement shall be subject to the Grievance Procedure outlined in this Agreement under Article XX.

No employee shall receive a pay cut on promotion. If an employee is at a rate lower than the minimum rate of the higher job to which he is being transferred he shall receive said minimum rate.

Article XXVII.

CIVIL SERVICE SURVEY:

It is agreed that a complete Title Survey and Reclassification Survey of all County employment positions shall be carried out, at the request of the Employer, by the Department of Civil Service, before negotiations for a successor Agreement are commenced. The Association will be permitted to take an active part in the Survey, to the extent of its vested interest in the employees whom it represents in accordance with all Civil Service Rules and Regulations and applicable laws.

Article XXVIII.

NEGOTIATION PROCEDURE:

The Parties agree to begin bargaining ninety (90) days prior to termination of this agreement.

Article XXIX.
RIGHTS AND PRIVILEGES
OF THE ASSOCIATION:

The Board of Chosen Freeholders agrees to make available to the Association all public information concerning the financial resources of the County together with information which may be necessary for the Association to process any grievance or complaint.

Whenever any representative of the Association or any employee is mutually scheduled by the Parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay.

Representatives of the Association, the New Jersey Civil Service Association, shall be permitted to transact official Association business on the premises at all reasonable times, provided that this shall not interfere with or interrupt normal operations of the service.

The Association has the use of County buildings at all reasonable hours when appropriately scheduled through the proper authority.

The Association has the use of designated facilities and equipment when not otherwise in use.

The Association has the use of bulletin boards and mailboxes.

Should the representative of the Association or the Association, itself, cause any malicious damage to any facility or equipment owned by the County, the Association hereby agrees to either repair such facility or equipment at its own cost or to reimburse the County for the reasonable cost to repair said facility or equipment.

Article XXX.
PERSONNEL FILES:

Employees shall have the right to inspect and review their own individual personnel file upon request to the County. The County rec-

ognizes and agrees to permit this review and examination at any reasonable time. Employee shall have the right to define, explain or object in writing to anything found in his personnel file. This writing shall become a part of the employee's personnel file.

Article XXXI.

EMPLOYEE FACILITIES:

Adequate facilities shall be provided for employees for purposes of daily breaks, eating of lunches and for relief in time of momentary illness incurred while at work.

The Employer shall provide reasonable on-premises parking for all employees.

Article XXXII.

EMPLOYEE EXPENSES:

Employees required to use personal vehicles in the pursuit of proper and necessary County business shall be reimbursed at the rate of twelve cents (12c) per mile. All such personal car mileage shall be submitted on the proper forms, to be provided, and such mileage shall be computed on a portal-to-portal basis.

When any class of employment requires the use of specialized equipment, such as uniforms, rain gear, and safety equipment, these shall be provided and maintained by the Employer at no expense to the employees.

All other necessary expenses borne by employees in the course of work, which have been, by past practice, subject to reimbursement to the employee, shall remain in effect for the duration of this Agreement.

It is recognized that mechanics and certain maintenance personnel provide the use of their own tools for use on County jobs; and that such use of personal tools, to which only the individual owner has access, is a normal aspect of the trade; and that such employees shall receive an additional compensation of \$2.00 per week for such use of their tools.

Article XXXIII.

SAFETY:

The County agrees to insure the safety and adequacy of all working areas and equipment provided for employment use. The Association reserves the right to call upon the County or any appropriate State or Federal agency to investigate any matter involving work area or equipment. Such request will only be made where the Association feels that the employee is subjected to a possible impairment of health and safety. The County will appoint a member of the Association to the Safety Committee if one exists or, in the alternative, the County agrees to appoint a member of the Association to the committee or commission or other public body charged with the responsibility of maintaining adequate health and safety for the employees.

Article XXXIV.

RULES OF THE EMPLOYER:

All rules and regulations promulgated by the Employer for the proper and efficient operation of the Public service shall be duly and conspicuously placed.

Article XXXV.

LEGALITY:

Any provisions of this Agreement found to be in violation of any existing or future Local, State or National legislation shall be subject to renegotiation by the Parties to the end of insuring that such provisions are not in contradiction to any such aforementioned legislation. Only those provisions in dispute shall be affected, all other terms and conditions of this Agreement remaining unaffected.

It is agreed that any future legislation concerning the employees of the County of Hunterdon which liberalizes employee benefits be-

yond those contained herein, either by mandatory act or permissive act, shall be subject to immediate re-negotiation.

Article XXXVI.

DURATION OF AGREEMENT:

The terms and effects of this Agreement shall be in force commencing January 1, 1970 and shall remain in effect in full force through December 31, 1971.

Copies of this Agreement shall be distributed to all employees of the County of Hunterdon, the expense for printing and distribution being borne equally by the Parties.

SIGNED this 17th day of March, 1970, by the duly authorized representatives of the Parties hereto.

HUNTERDON
COUNCIL #15
NEW JERSEY
CIVIL SERVICE
ASSOCIATION

By: Edna O'Dor
President

BOARD OF CHOSEN
FREEHOLDERS
COUNTY OF
HUNTERDON

By: Kenneth V. Myers
Director

Salary Guide for 35 Hr. Employees

1970 Range	1970 Salary	1970 Hourly
1	\$ 4,300	\$2.36
2	4,515	2.48
3	4,741	2.61
4	4,972	2.73
5	5,221	2.87
6	5,482	3.01
7	5,756	3.16
8	6,044	3.32
9	6,346	3.49
10	6,663	3.66
11	6,996	3.84
12	7,346	
13	7,713	
14	8,099	
15	8,504	
16	8,929	
17	9,375	
18	9,844	
19	10,336	
20	10,853	
21	11,396	
22	11,966	
23	12,564	
24	13,192	
25	13,852	

Note:

Part Time Employees Shall Receive Same Hourly Rate Applicable to The Job Classification And Range That Corresponds.

Part Time Salary Employees Shall Receive Pro Rata In Accordance With the Job Classification.

1971 Range	1971 Salary	1971 Hourly
1	\$ 4,773	\$2.62
2	5,012	2.75
3	5,263	2.89
4	5,519	3.03
5	5,795	3.18
6	6,085	3.34
7	6,389	3.51
8	6,709	3.69
9	7,044	3.87
10	7,396	4.06
11	7,766	4.26
12	8,154	
13	8,561	
14	8,990	
15	9,439	
16	9,911	
17	10,406	
18	10,927	
19	11,473	
20	12,047	
21	12,650	
22	13,282	
23	13,946	
24	14,643	
25	15,376	

Hourly Rate Guide for Employees in The Roads and Bridges Departments

Job Classification	1969 T.R.	1970 Hourly Rate	1971 Hourly Rate
Laborer	\$2.65	\$2.92	\$3.24
Maint. Repair. Painter	2.70	2.97	3.30
Mower Operator-Laborer	2.70	2.97	3.30
Truck Driver	2.75	3.02	3.35
Mech. Repairman (Helper)	2.70	2.97	3.30
Bridge Repairman	2.85	3.14	3.48
Maint. Rep. Foreman (Painter)	3.00	3.30	3.66
Road Foreman	3.00	3.30	3.66
Sr. Bridge Repairman	2.90	3.19	3.54
Heavy Equipment Operator	3.10	3.41	3.77
Traffic Maint. Foreman	3.00	3.30	3.66
Mechanical Repairman	3.05	3.36	3.73
Mechanical Repairman	3.20	3.52	3.91
General Road Foreman	3.30-3.45	3.80	4.22
Bridge Maint. Foreman	3.20-3.45	3.80	4.22
Mechanical Rep. Foreman	3.55	3.91	4.34

Range 1 (\$4,300)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Clerk							
1	3400	(12) 408	3808	492	4300	—	4300
Clerk Typist							
2 P/T	2223	(12) 267	2490	305	2795	—	2795
3 P/T	2371	(12) 285	2656	139	2795	—	2795
4 P/T	2100	(12) 252	2352	443	2795	—	2795
5 P/T	1828	(12) 219	2047	748	2795	—	2795
6 P/T	437	(12) 52	489	—	—	—	489
7	3750	(12) 450	4200	100	4300	—	4300
8	3400	(12) 408	3808	492	4300	—	4300
9	3500	(12) 420	3920	380	4300	—	4300
10	3325	(12) 399	3724	576	4300	—	4300
11	3400	(12) 408	3808	492	4300	—	4300
12	3700	(12) 444	4144	156	4300	—	4300
13	3400	(12) 408	3808	492	4300	—	4300
14	3224	(12) 389	3613	687	4300	—	4300
Receptionist							
15	3458	(12) 415	3873	427	4300	—	4300
16	4095	(12) 491	4586	—	—	—	4586
Bookkeeping Machine Operator							
17	4100	(12) 492	4592	—	—	—	4592
18	4100	(12) 492	4592	—	—	—	4592
Dental Aide							
19 P/T - 10 months	3210	(12) 385	3595	(705)	4300	—	3595

Key Punch Operator	4100	(12) 492	4592	—	—	4592
21 Docket Clerk						
22	3400	(12) 408	3808	492	4300	4300
Total Range 1	66,521	7,984	74,505	6,421		80,926
Total Increase	1970 over 1969 — \$14,405.					

Range 3 (\$4,741)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Clerk Steno							
23	3400	(12) 408	3808	492	4300	441	4741
24	4391	(12) 527	4918	—	—	—	4918
25	3604	(12) 432	4036	264	4300	441	4741
26	4120	(12) 494	4616	—	—	127	4741
26A	3546	(12) 436	3982	318	4300	441	4741
Clerk Transcriber							
27	3723	(12) 447	4170	130	4300	441	4741
Index Clerk							
28	3600	(12) 432	4032	268	4300	441	4741
Sec. to Director Bd. Freeholders							
29	3750	(12) 450	4200	100	4300	441	4741
Account Clerk							
30	4100	(12) 492	4592	—	—	149	4741
31 P/T	3130	(12) 376	3506	—	—	294	3800
32	3546	(12) 426	3972	328	4300	441	4741

Jr. Library Asst.									
34	3500	(12)	420	3920	380	4300	441	4741	
35	3500	(12)	420	3920	380	4300	441	4741	
36	3500	(12)	420	3920	380	4300	441	4741	
37 P/T	2340	(12)	281	2621	—	—	—	2621	
20	3700	(12)	444	4144	156	4300	441	4741	
Sr. Clk. Typist									
38 P/T	2276	(12)	273	2549	—	—	—	2549	
39	4300	(12)	516	4816	—	—	—	4816	
40	4253	(12)	510	4763	—	—	—	4763	
Total Range 3	68,279		8,204	76,483	3,196		5,421	85,100	
Total Increase	1970 over 1969 — \$16,821.								

Range 4 (\$4,972)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Clerk Driver							
Library							
41	4100	(12)	492	—	—	380	4972
Total Range 4	4,100	492	4,592	—	—	380	4,972
Total Increase	1970 over 1969 — \$872.00						

Range 5 (\$5,221)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Clerk Bookkeeper							
42 P/T	2955	(12) 355	3310	—	—	421	3731
43	3900	(12) 468	4368	—	—	853	5221
Sr. Acct. Clerk							
44	4750	(12) 570	5320	—	—	—	5320
Sr. Clerk Steno.							
45	4514	(12) 542	5056	—	—	165	5221
46	3720	(12) 446	4166	134	4300	921	5221
47	3720	(12) 446	4166	134	4300	921	5221
48	4520	(12) 542	5062	—	—	159	5221
Sgt. At Arms							
49	500	(12) 60	560	—	—	—	560
50	5200	(12) 624	5824	—	—	—	5824
Sr. Library Asst.							
51	4500	(12) 540	5040	—	—	181	5221
52	4900	(12) 588	5488	—	—	—	5488
53	4900	(12) 588	5488	—	—	—	5488
Welfare Aide							
54	4524	(12) 543	5067	—	—	154	5221
Total Range 5	52,603	6,312	58,915	268	—	3,775	62,958
Total Increase	1970 over 1969 — \$10,355.						

Range 7 (\$5,756)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Pr. Acct. Clerk							
55	5637	(12) 676	6313	—	—	—	6313
Pr. Index Clerk							
56	5732	(12) 688	6420	—	—	—	6420
Pr. Clerk Steno							
57	5625	(12) 675	6300	—	—	—	6300
58	5464	(12) 656	6120	—	—	—	6120
Planning Draftsman							
59	5400	(12) 648	6048	—	—	—	6048
County Correction Matron							
60	6000	(12) 720	6720	—	—	—	6720
Head Clerk							
61	6750	(12) 810	7560	—	—	—	7560
Probate Clerk							
62	4200	(12) 504	4704	—	—	1052	5756
Total Range 7	44,808	5,377	50,185	—	—	1,052	51,237
Total Increase	1970 over 1969 — \$6,429.						

Range 8 (\$5,044)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Engineering Aide							
63	7100	(10) 710	7810	—	—	—	7810
64	5700	(12) 684	6384	—	—	—	6384
Sheriff's Officers							
65	5720	(12) 686	6406	—	—	—	6406
66 P/T	2860	(12) 343	3203	—	—	—	3203
67 P/T	2860	(12) 343	3203	—	—	—	3203
68 P/T	2145	(12) 257	2402	—	—	—	2402
69 P/T	2145	(12) 257	2402	—	—	—	2402
70	5720	(12) 686	6406	—	—	—	6406
71	5720	(12) 686	6406	—	—	—	6406
72	5720	(12) 686	6406	—	—	—	6406
73	1600	(12) 192	1792	—	—	—	1792
74	1600	(12) 192	1792	—	—	—	1792
75	1600	(12) 192	1792	—	—	—	1792
33 Investigator (Welfare)	325	(12) 67	392	—	—	—	392
Total Range 8	50,815	5,981	56,796	—	—	—	56,796
Total Increase	1970 over 1969 — \$5,981.						

Range 9 (\$6,346)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Pr. Clk. Bookkeeper							
76 Supervisor	6178	(12) 741	6919	—	—	—	6919
Library Assistant							
77	5850	(12) 702	6552	—	—	—	6552
78	5850	(12) 702	6552	—	—	—	6552
79	5850	(12) 702	6552	—	—	—	6552
Law Clerk							
81	6000	(12) 720	6720	—	—	—	6720
Total Range 9	29,728	3,567	33,295	—	—	—	33,295
Total Increase	1970 over 1969 — \$3,567.						

Range 11 (\$6,996)

Library Interne							
95 P/T	3432	(12) 412	3844	—	—	150	3994
96	7500	(12) 900	8400	—	—	—	8400
Total Range 11	10,932	1,312	12,244	—	—	150	12,394
Total Increase	1970 over 1969 — \$1,462.						

Range 12 (\$7,346)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Case Worker II							
82	6684	(12) 802	7486	—	—	200	7686
83	7018	(12) 842	7860	—	—	200	8060
84	6684	(12) 802	7486	—	—	200	7686
85	7018	(12) 842	7860	—	—	200	8060
86	6684	(12) 802	7486	—	—	200	7686
87	6684	(12) 802	7486	—	—	200	7686
88	6684	(12) 802	7486	—	—	200	7686
89	6684	(12) 802	7486	—	—	200	7686
90	6684	(12) 802	7486	—	—	200	7686
91	6684	(12) 802	7486	—	—	200	7686
Total Range 12	67,508	8,100	75,608			2,000	77,608
Total Increase	1970 over 1969 — \$10,100.						

Range 14 (\$8,099)

Sanitary Inspector							
92	7850	(10) 785	8635	—	—	—	8635
93	7850	785	8635	—	—	—	8635
Jr. Planner							
94	7500	(10) 750	8250	—	—	—	8250
County Defective							
97	7500	(12) 900	8400	—	—	—	8400
Total Range 14	30,700	3,220	33,920				33,920
Total Increase	1970 over 1969 — \$3,220.						

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Principal Engineer Alde 98	9491	(10) 949	10,440	—	—	—	10,440
Supervisor of Case Workers 99	8511	(12) 1021	9532	—	—	—	9532
100	8124	(12) 975	9099	—	—	—	9099
101	7737	(12) 928	8665	—	—	—	8665
Reference Librarian 102	8000	(11) 880	8880	—	—	—	8880
Total Range 15	41,863	4,753	46,616	—	—	—	46,616
Total Increase 1970 over 1969 — \$4,753.							

	1970 over 1969	1970 over 1969 — \$4,753.
Total Increase		

Sr. Planner	8820	(10) 882	9702	9702	9702
103	8820	(10) 882	9702	—	—
104	9000	(10) 900	9900	—	—
Warden					
105	9000	(11) 900	9990	—	—
Total Range 16	26,820	2,772	29,592		
Total Increase	1970 over 1969	\$2,772.			

Range 17 (\$9375)

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Inequity	Floor	Adjust to Range	1970 Net Wage
Chief County Detective 106	8560	(12) 1027	9587	—	—	—	9587
Total Range 17	8,560	1,027	9,587				9,587
Total Increase	1970 over 1969 — \$1,027.						

Range 23 (\$12,564)

Assistant Engineer 107	14,200	(10) 1420	15,620	—	—	—	15,620
Total Range 23	14,200	1,420	15,620	—	—	—	15,620
Total Increase	1970 over 1969 — \$1,420.						

Roads and Bridges

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Hourly Rate	Net Increase	1970 Net Wage
Laborers						
108	5512	(10%)	6063	2.92	551	6063
109	5512	plus	6063	2.92	551	6063
110	5616	adjustment	6063	2.92	447	6063
111	5512		6063	2.92	551	6063
112	5512		6063	2.92	551	6063
113	5512		6063	2.92	551	6063
114 Adjusted	5304		6063	2.92	759	6063

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Hourly Rate	Net Increase	1970 Net Wage
115 Adjusted	5304		6063	2.92	759	6063
116	5512		6063	2.92	551	6063
117	5512		6063	2.92	551	6063
118 Adjusted	5304		6063	2.92	759	6063
119	5512		6063	2.92	551	6063
120	5512		6063	2.92	551	6063
121	5512		6063	2.92	551	6063
122	5512		6063	2.92	551	6063
123	5512		6063	2.92	551	6063
124	5512		6063	2.92	551	6063
125	5512		6063	2.92	551	6063
126	5512		6063	2.92	551	6063
127	5512		6063	2.92	551	6063
128 Adjusted	5304		6063	2.92	759	6063
129	5512		6063	2.92	551	6063
130	5512		6063	2.92	551	6063
131 Adjusted	5304		6063	2.92	759	6063
132 Adjusted	5096		6063	2.92	967	6063
133 Adjusted	5304		6063	2.92	759	6063
134 Adjusted	5304		6063	2.92	759	6063
135 Adjusted	5096		6063	2.92	967	6063
	152,152		169,764		17,612	169,764
Maint. Repairman						
Painter						
136	5616	(10)	6178	2.97	562	6178
	5616		6178		562	6178

Roads and Bridges

Mower Operator (Laborer)	5616	(10)	6178	2.97	562	6178
137						
Truck Driver	5616		6178		562	6178
138	5720	(10)	6292	3.02	572	6292
139	5720	(10)	6292	3.02	572	6292
140	5720	(10)	6292	3.02	572	6292
141	5720	(10)	6292	3.02	572	6292
142	5720	(10)	6292	3.02	572	6292
143	5720	(10)	6292	3.02	572	6292
144	5720	(10)	6292	3.02	572	6292
145	5720	(10)	6292	3.02	572	6292
146	5720	(10)	6292	3.02	572	6292
147	5720	(10)	6292	3.02	572	6292
148	5720	(10)	6292	3.02	572	6292
149	5720	(10)	6292	3.02	572	6292
150	5720	(10)	6292	3.02	572	6292
151	5720	(10)	6292	3.02	572	6292
152	5720	(10)	6292	3.02	572	6292
	85,800		94,380		8580	94,380
Mechanical Repair. Helper	5616	(10)	6178	2.97	562	6178
153						
	5616		6178		562	6178

Roads and Bridges

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Hourly Rate	Net Increase	1970 Net Wage
Bridge Repairman						
154	5928	(10)	6521	3.14	593	6521
Maint. Repairman Foreman (Painter)						
155	5928		6521		593	6521
	6240	(10)	6864	3.30	624	6864
Road Foreman						
	6240		6864		624	6864
156	6240	(10)	6864	3.30	624	6864
157	6240	(10)	6864	3.30	624	6864
158	6240	(10)	6864	3.30	624	6864
159	6240	(10)	6864	3.30	624	6864
160	6240	(10)	6864	3.30	624	6864
161	6240	(10)	6864	3.30	624	6864
162	6240	(10)	6864	3.30	624	6864
163	6240	(10)	6864	3.30	624	6864
164	6240	(10)	6864	3.30	624	6864
Sr. Bridge Repairman						
	56,160		61,776		5616	61,776
165	6032	(10)	6635	3.19	603	6635
166	6032	(10)	6635	3.19	603	6635
	12,064		13,270		1,206	13,270

Title Classification		1969 Wages	Percentage Increase	1970 Base Wage	Hourly Rate	Net Increase	1970 Net Wage
Heavy Equipment Operator							
167		6448	(10)	7093	3.41	645	7093
168		6448	(10)	7093	3.41	645	7093
169		6448	(10)	7093	3.41	645	7093
170		6448	(10)	7093	3.41	645	7093
171		6448	(10)	7093	3.41	645	7093
172		6448	(10)	7093	3.41	645	7093
173		6448	(10)	7093	3.41	645	7093
Traffic Maintenance Foreman		45,136		49,651		4,515	49,651
174		6240	(10)	6864	3.30	624	6864
Mechanical Repairman		6240		6864		624	6864
175		6344	(10)	6978	3.36	634	6978
176		6656	(10)	7322	3.52	666	7322
General Road Foreman		13,000		14,300		1,300	14,300
177 (Adjusted)		6864	(10%)	7894	3.80	1030	7894
178		7176	plus adjust-ments	7894	3.80	718	7894
179 (Adjusted)		6864		7894	3.80	1030	7894
180 (Adjusted)		6864		7894	3.80	1030	7894
181		8200		9020	4.33	820	9020
Bridge Maintenance Foreman		35,968		40,596		4,628	40,596
182		7176	(10%)	7894	3.80	718	7894
183		7176	plus adj.	7894	3.80	718	7894

Roads and Bridges

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Hourly Rate	Net Increase	1970 Net Wage
184 (Adjusted)	6656		7894	3.80	1238	7894
	21,008		23,682		2,674	23,682
Mechanical Repairman Foreman						
185	7384	(10)	8122	3.91	738	8122
	7,384		8,122		738	8,122

Building Maintenance

Title Classification	1969 Wages	Percentage Increase	1970 Base Wage	Net Increase	1970 Net Wage
Building Maintenance Worker					
186	4000	(12)	4480	480	4480
187 (P/T)	3276	(12)	3669	393	3669
188	4650	(12)	5208	558	5208
	11,926		13,357	1,431	13,357
Building Maint. Worker Foreman					
189	4800	(12)	5376	776	5576
	4,800		5,376	776	5,576

Recap. — All Departments

Department	1969 Wages	Percentage Increases	Inequity	Adjust.	1970 Net Wages	Net Increases
ROADS AND BRIDGES	463,928	50,396	—	—	514,324	50,396
BUILDINGS AND MAINTENANCE	16,726	2,007	—	200	18,933	2,207
ALL OTHER RANGES — 1 through 23	517,437	60,521	9,885	12,778	600,621	83,184
TOTAL	998,091	112,924	9,885	12,978	1,133,878	135,787

March 17, 1971

It is mutually agreed between the parties to this Agreement that the position of Assistant County Treasurer shall be excluded from the Bargaining Unit during the term of this Agreement.

In witness thereof Edna O'Dor

In witness thereof Kenneth V. Myers

